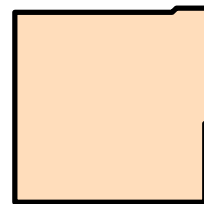
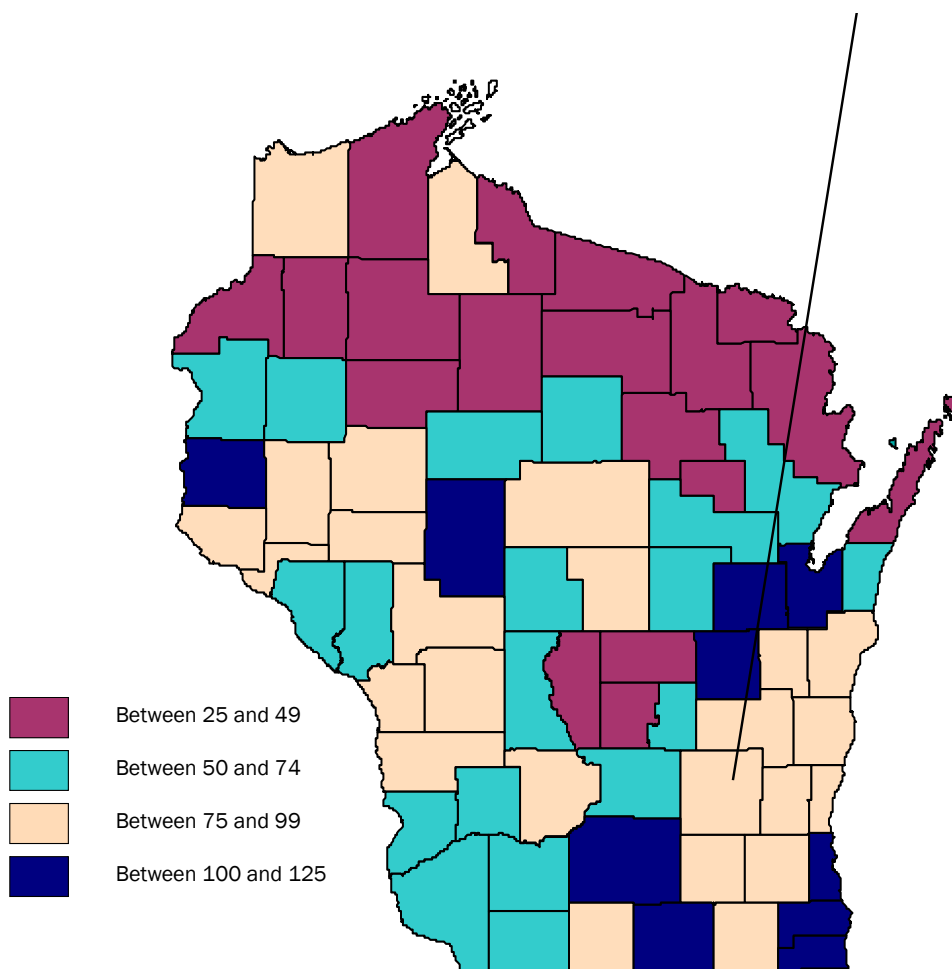


Dodge County Workforce Profile



The number of residents aged 25-29 years for every
100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



County Population

Population trends affect the supply of workers, the ability to attract employers and the demand for goods and services. Dodge County added roughly 2,388 people or 2.8 percent to its population between the April 2000 Census and the January 2004 population estimates. Together, the Dodge County portion of Watertown, May-

Total Population

	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
United States	281,421,906	292,287,454	10,865,548	3.9%
Wisconsin	5,363,715	5,532,955	169,240	3.2%
Dodge County	85,897	88,285	2,388	2.8%
Largest Municipalities				
Beaver Dam, City	15,169	15,366	197	1.3%
Watertown, City*	8,063	8,515	452	5.6%
Waupun, City*	7,436	7,347	-89	-1.2%
Mayville, City	4,902	5,164	262	5.3%
Horicon, City	3,775	3,747	-28	-0.7%
Beaver Dam, Town	3,440	3,665	225	6.5%
Juneau, City	2,485	2,656	171	6.9%
Fox Lake, Town	2,402	2,632	230	9.6%
Ashippun, Town	2,308	2,383	75	3.2%
Lomira, Village	2,233	2,378	145	6.5%

*Dodge County portion only

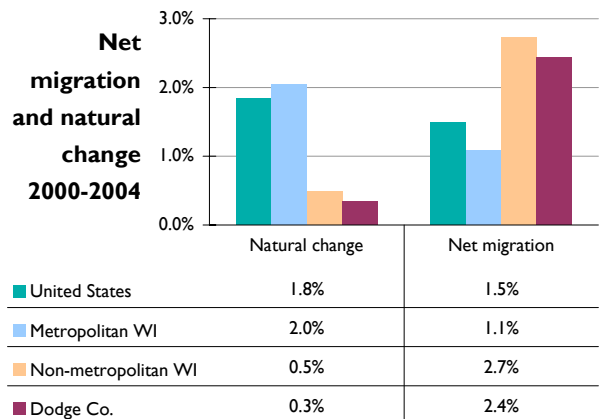
Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

ville, the Town of Fox lake and the city and town of Beaver Dam accounted for 40 percent of the county's population and 57 percent of its population growth.

The character of the county's population growth merits closer examination. Dodge County's rate of natural change ((births - deaths) ÷ original population) was faster than non-metropolitan Wisconsin's rate, but slower than metropolitan Wisconsin's or the nation's. Net migration (people moving in minus people moving out) accounted for most of the county's growth. Between 2025 and 2030, Wisconsin demographers project that Dodge County's natural increase will be 46 percent less than between 2000 and 2005.

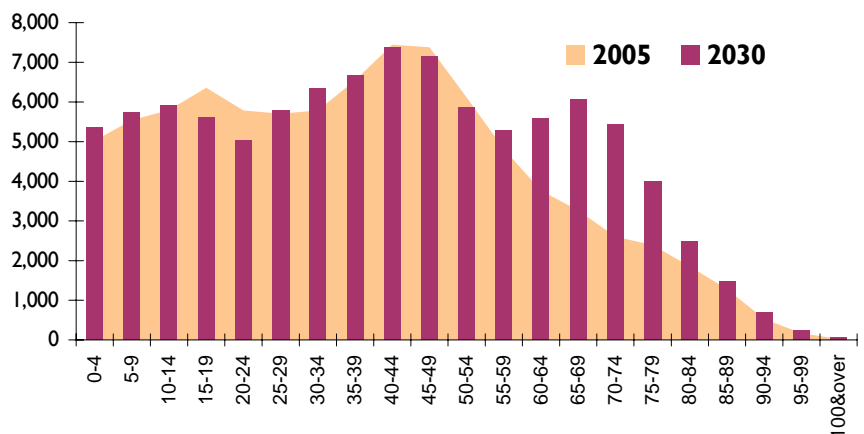
The graph to the right contrasts the age demographics of 2005 (the lighter area) with the age demographics projected for

2030 (the darker bars). Every age group under 60 years old is projected to be a smaller share of the population in 2030 than in 2005. The 60-and-over group will grow from 15,882 people (18% of total population) to 26,049 people (27% of total population). The overall population will grow about 11 percent while the 60-and-over population grows 64 percent. In the year 2005, Dodge County will have 152 residents aged 25 to 29 for every 100 residents aged 60 to 64; by 2030 that number will fall to 104. In 2005, projections suggest that 17,706 county residents will be aged 5 to 19 (approximately school ages). By 2030, this number will fall nearly 3 percent to 17,263. Together these trends could generate pressure to change funding or spending for social services or education. Funding issues aside, finding workers could become harder.



Source: WI Dept. of Admin., Demographic Services and U. S. Census Bureau

Population by Age Groups in Dodge County



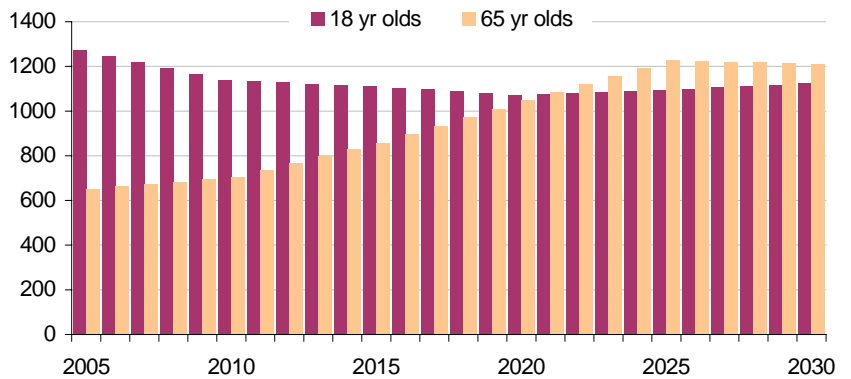
Source: WI Dept. of Administration, Demographic Services

Future Population and Labor Supply

The graph to the right asks how many people will turn 18 each year and how many people will turn 65 each year. Some workers will start their careers later than the age of 18 and some will leave the labor market before reaching 65, but these can be rough proxies for people entering the labor market and people leaving the labor market. Between 2005 and 2030, the number of residents turning 18 each year falls slightly from 1,272 to 1,124; meanwhile the number of residents turning 65 each year grows from 653 to 1,211. This has serious ramifications for any establishment whose customer base or employee pool includes significant numbers of baby boomers.

The baby boom (1946 to 1964) was dominated by white, non-Hispanic children. Subsequent increases in national birth rates relied heavily on Hispanic and non-white parents. The graph below shows that even compared to homogeneous Wisconsin, Dodge County lacks the robust diversity that can help drive labor force growth. For reasons beyond the scope of this profile, the labor force participation rate (the frequency with which people work and look for work) tends to be higher among Hispanic and non-white populations than it is among white non-Hispanic populations.

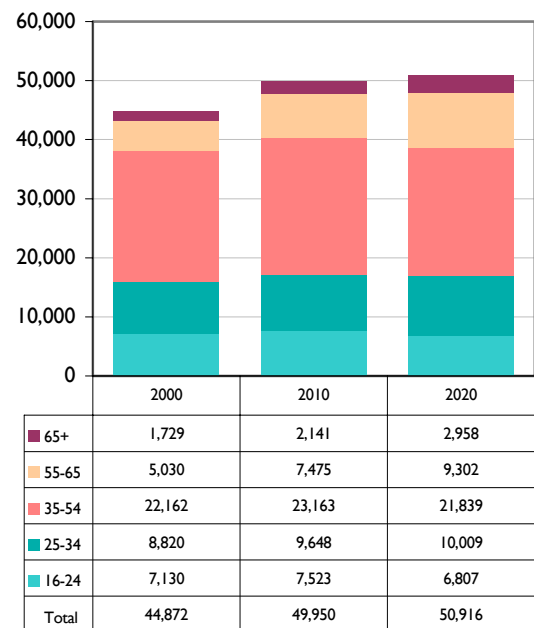
Convergence of 18 & 65 year old population in Dodge County



Source: WI Dept. of Administration, Demographic Services

Below, the Labor Force Projections by Age graph is based on current participation in Dodge County with adjustments in each age group based on national projections. The county's older cohorts are more white and non-Hispanic, so their participation rates may be below national levels. From 1990 to 2000, the labor force grew 23 percent. Between 2000 and 2010, it will grow 11 percent. In the following decade (2010 to 2020) it will grow 2 percent. Even changes much milder than predicted could constrain job growth.

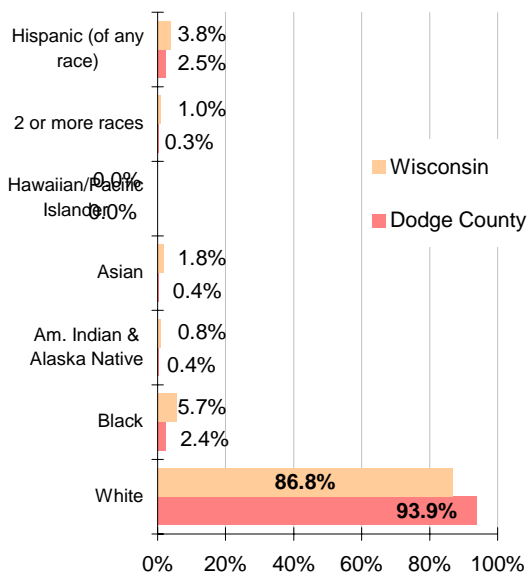
Dodge County Labor Force Projections by Age



Decade change 23.1% 11.3% 1.9%

Source: DWD, Office of Economic Advisors, August 2004

Race and ethnic distribution



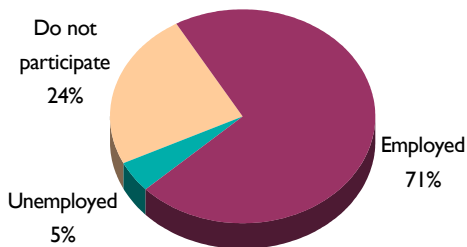
Source: U.S. Census Population Characteristics Estimates, 2002

Current Labor Force

The participation rate is the share of the 16-and-over population that works or seeks work. In 2003, Dodge County's participation rate (76%) exceeded Wisconsin's (72.9%) and the nation's (66.3%).

As baby-boomers leave the labor force, it is not clear where employers will find replacements. Retiring baby-boomers will increase the (relatively small) share of the

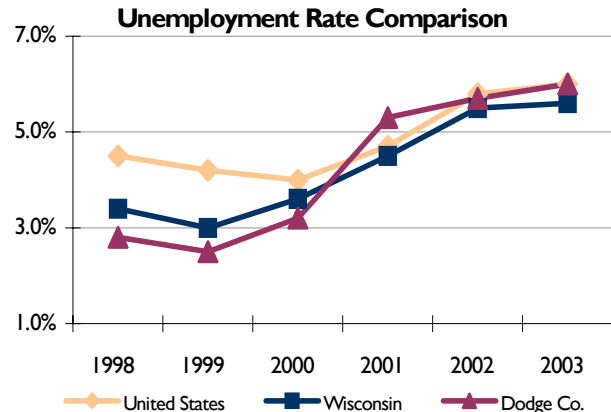
Labor force participation in Dodge County



Source: DWD, Office of Economic Advisors, July 2004

population that does not participate and the pool of unemployed is not exceptionally large (just 5% of 16-and-over residents). Wringing workers out of the non-participating segment (which includes retirees, at-home parents and students) could have broad social implications.

The unemployment rate graph below shows that Dodge County's rates have risen to match state and national rates. The second half of 2003 and the first half of 2004 offered encouraging signs, but unemployment rates remained well above typical levels.



Dodge County Civilian Labor Force Data

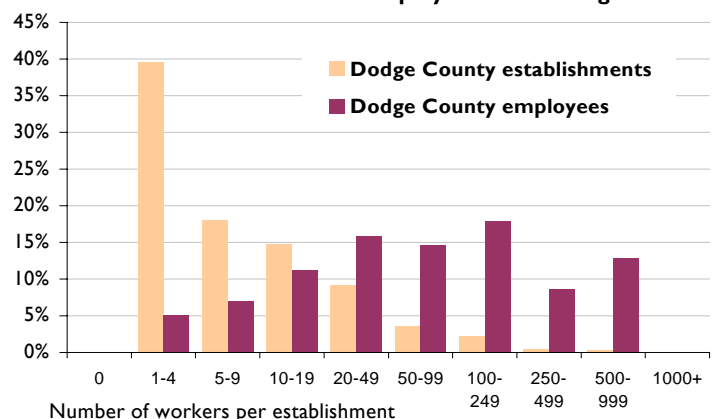
	1998	1999	2000	2001	2002	2003
Labor Force	47,968	47,110	48,195	48,402	46,661	48,168
Employed	46,617	45,932	46,660	45,843	43,986	45,262
Unemployed	1,351	1,178	1,535	2,559	2,675	2,906
Unemployment Rate	2.8%	2.5%	3.2%	5.3%	5.7%	6.0%

Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

Establishments by Size

Roughly 1,889 establishments reported operations in Dodge County and 1,369 of them reported 19 or fewer employees. The lighter set of bars in the graph shows that the three size classes under 19 employees (1-4, 5-9 and 10-19) together account for 73 percent of the reporting establishments. Meanwhile, less than 16 percent of establishments belong in the five size classes between 20 employees and 999 employees. This contrasts sharply with the darker set of bars, which shows that less than 23 percent of the jobs were with establishments in the 1-4, 5-9 and 10-19 employee size classes, and about 70 percent of jobs were with establishments in the five size classes between 20 employees and 999 employees.

Share of establishments & employees in size range in



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

Industries & employers by size

Listed in upper table on this page, Dodge County's ten largest industry groups provide roughly 54 percent of the jobs in the county. Justice, public order and safety and educational services are generally public entities. Hospitals and nursing/residential facilities rely on Medicare and Medicaid. Construction firms sometimes compete for government contracts. As growth in the

retirement-aged population outpaces growth in the school-aged population and the working-age population, such publicly funded employers may find it increasingly difficult to maintain staffing levels, much less grow. Three of the top ten employers rely entirely on public funds, two others will serve patients who will rely increasingly on Social Security and Medicare.

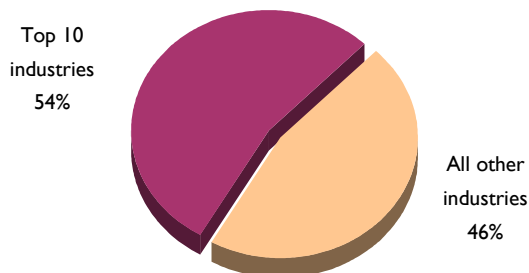
Top 10 Industries in Dodge County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Fabricated metal product manufacturing	46	2,766	14	-953
Machinery manufacturing	25	2,194	-261	-623
Food manufacturing	22	1,960	8	91
Educational services	16	1,899	-60	417
Food services & drinking places	120	1,750	-14	109
Nursing & residential care facilities	20	1,625	7	131
Justice, public order, & safety activity	suppressed	suppressed	not avail.	not avail.
Printing & related support activities	suppressed	suppressed	not avail.	not avail.
Hospitals	3	1,477	-53	106
Heavy & civil engineering construction	14	864	37	162

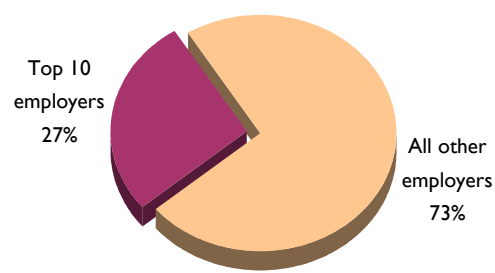
Top 10 Employers in Dodge County

Establishment	Product or Service	Size (Dec. 2003)
Quad/Graphics Inc.	Commercial lithographic printing	Over 999 employees
Department of Corrections	Correctional institutions	Over 999 employees
Deere & Co.	Lawn and garden equipment manufacturing	Over 999 employees
County of Dodge	Other justice and safety activities	Over 999 employees
Beaver Dam Community Hosp. Inc.	Hospital and nursing home	500-999 employees
Grande Cheese Co.	Cheese manufacturing	500-999 employees
Watertown Memorial Hospital Inc.	General medical and surgical hospitals	500-999 employees
Michels Pipeline Const Inc.	Power and communication system construction	500-999 employees
Metalcraft of Mayville Inc.	Powder metallurgy part manufacturing	500-999 employees
Beaver Dam Public Schools	Elementary and secondary schools	500-999 employees

Share of jobs in top 10 industries in Dodge County



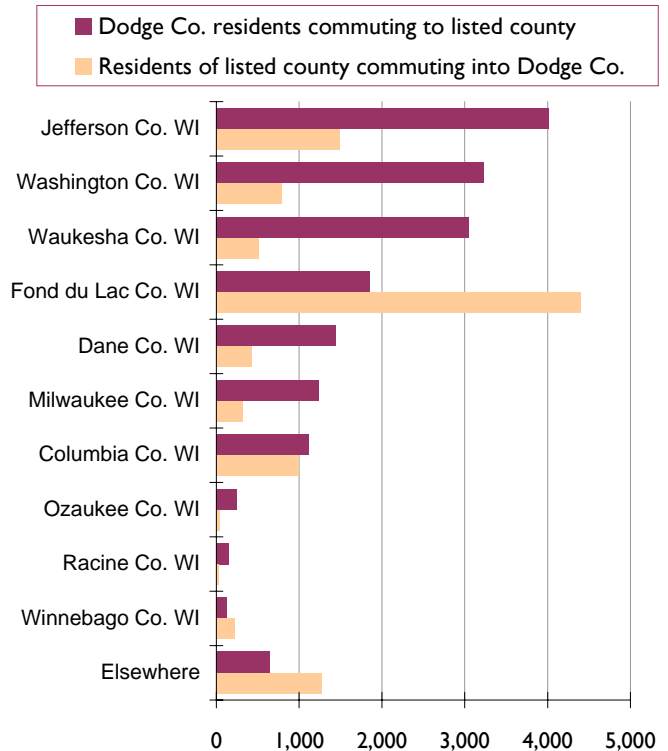
Share of Dodge County jobs with top 10 employers



Source: DWD, Bureau of Workforce Information, Quarterly Census of Employment and Wages

Commuting

The 2000 Census reported approximately 17,115 Dodge County residents worked outside the county (about 40 percent of working residents). At the same time, roughly 10,513 workers from other counties commuted in (filling about 29 percent of the jobs located in the county). Crossing a county line does not necessarily mean a longer commute, especially in areas like Waupun and Watertown that straddle county borders. Roughly 60 percent of Dodge County's working residents traveled less than 20 minutes for work. The darker set of bars in the graph to the right shows that nearly a quarter of the workers leaving Dodge County go to Jefferson County. Watertown and Waterloo draw over three-quarters of the Dodge-to-Jefferson commuters. Nearly a fifth of the workers leaving Dodge County went to Washington County, and over two-thirds of these went to Hartford and West Bend. With a low unemployment rate and a high concentration of professional and business service jobs, Waukesha County can be an attractive place to work, but housing costs deter workers from moving there.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

Key occupations & wages

The table to the right lists some of the occupations with the greatest estimated employment in the Dodge County area. The range bracketed by the 25th percentile wage and the 75th percentile wage might be called a typical wage range because a quarter of the occupation's workers earn less, a quarter earn more and about half earn a wage somewhere in the range.

Those occupations requiring less training and education tend to see lower wages and narrower wage ranges (e.g. cashiers and waiters/waitresses). These factors contribute to turnover. Many well-paid technical or professional positions congregate around groups of economic hubs such as headquarters and major operational centers. Less metropolitan areas tend to see less white collar work and more general labor, as the table indicates.

Occupation title	Hourly Wages			
	Mean	25 th	50 th	75 th
Waiters & waitresses	\$7.19	\$5.87	\$6.43	\$8.03
Retail salespersons	\$9.42	\$6.80	\$8.01	\$9.96
Team assemblers	\$12.53	\$10.09	\$12.83	\$15.28
Cashiers	\$7.60	\$6.41	\$7.38	\$8.42
Bartenders	\$9.02	\$8.08	\$9.44	\$10.32
Nursing aides, orderlies, & attendants	\$10.63	\$9.25	\$10.43	\$12.21
Laborers & freight, stock, & material movers, hand	\$10.65	\$8.42	\$10.36	\$12.68
Packers & packagers, hand	\$10.26	\$8.38	\$10.33	\$12.19
Sec. school teachers, except special & voc. ed.	-	-	-	-
Truck drivers, heavy & tractor-trailer	\$15.69	\$12.35	\$14.96	\$19.05
Janitors & cleaners, except maids & hskpg. cleaners	\$10.24	\$8.43	\$9.99	\$12.07
Registered nurses	\$22.91	\$19.49	\$22.50	\$26.15
Bookkeeping, accounting, & auditing clerks	\$12.57	\$9.76	\$12.01	\$14.51
Secretaries, except legal, medical, & executive	\$10.79	\$8.11	\$11.26	\$13.22
Correctional officers & jailers	\$15.95	\$14.19	\$15.86	\$17.95
Comb. food prep. & serving workers (fast food)	\$7.05	\$6.16	\$6.87	\$7.93
Plumbers, pipefitters, & steamfitters	\$16.61	\$10.59	\$18.85	\$21.50
Office clerks, general	\$10.36	\$8.13	\$10.14	\$12.30
Customer service representatives	\$13.52	\$8.75	\$12.17	\$16.96
Maintenance & repair workers, general	\$15.13	\$11.52	\$15.50	\$18.42

Dodge County is part of an area which includes Dodge, Jefferson and Walworth counties.

Source: DWD, Office of Economic Advisors, special tabulation using EDS and OES 2003

Employment and Wages

Overall, Dodge County employers reported paying 93 percent of the statewide all-industries average wage. The table to the right shows that manufacturing paid a higher average wage (\$39,443) than any sector except construction. The table below shows that manufacturing provided more jobs (10,603) and more payroll (\$418 million) than any other sector. Between 2002 and 2003, average manufacturing employment fell by 413 jobs while the average wage rose 4.9 percent. If lower-paid workers lost their jobs while higher-paid workers kept their jobs, then the fall in manufacturing employment could increase average manufacturing wages without any individual manufacturing worker's wage rising. The education and health sector ranked a distant second in terms of employment and total payroll, but added more jobs than any other sector. The health care and social assistance segment paid a lower average wage (\$29,857) than the education services segment (\$32,632). The health care and social

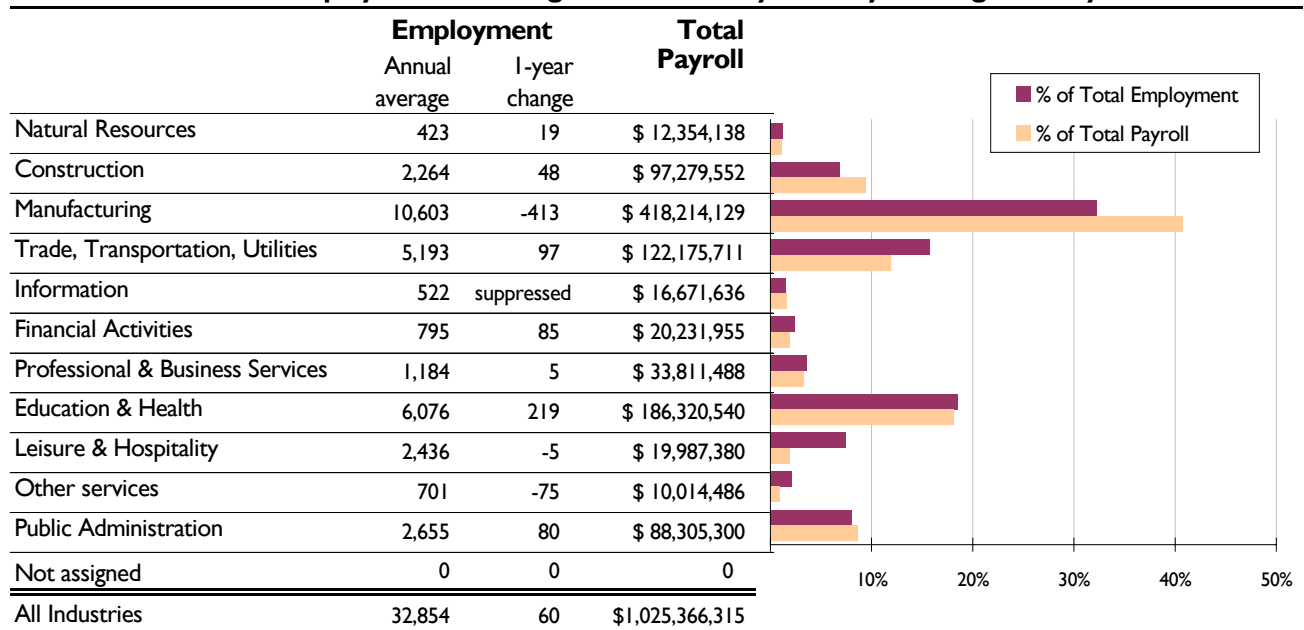
Average Annual Wage by Industry Division in 2003

	Average Annual Wage		Percent of	1-year
	Wisconsin	Dodge County	Wisconsin	% change
All Industries	\$ 33,423	\$ 31,210	93.4%	3.4%
Natural resources	\$ 25,723	\$ 29,206	113.5%	-1.6%
Construction	\$ 40,228	\$ 42,968	106.8%	2.0%
Manufacturing	\$ 42,013	\$ 39,443	93.9%	4.9%
Trade, Transportation, Utilities	\$ 28,896	\$ 23,527	81.4%	-0.7%
Information	\$ 39,175	\$ 31,938	81.5%	Not avail.
Financial activities	\$ 42,946	\$ 25,449	59.3%	1.1%
Professional & Business Services	\$ 38,076	\$ 28,557	75.0%	9.0%
Education & Health	\$ 35,045	\$ 30,665	87.5%	3.9%
Leisure & Hospitality	\$ 12,002	\$ 8,205	68.4%	0.1%
Other services	\$ 19,710	\$ 14,286	72.5%	5.1%
Public Administration	\$ 35,689	\$ 33,260	93.2%	5.7%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

assistance segment accounted for 71 percent of the jobs in the sector, and demographic analysis on pages 1-2 suggests that this segment will grow faster than the education services segment. The average annual wage in the trade, transportation and utilities sector (\$23,527) masks differences between wages in its component segments: utilities (\$47,056), wholesale trade (\$33,896), transportation and warehousing (\$27,503) and retail trade (\$18,604).

2003 Employment and Wage Distribution by Industry in Dodge County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004

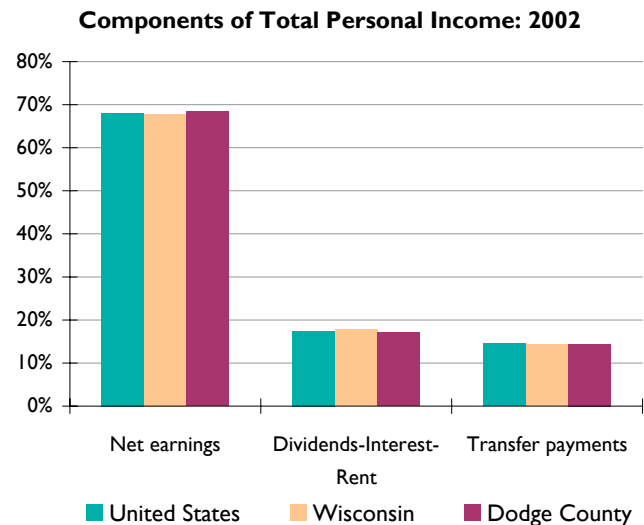
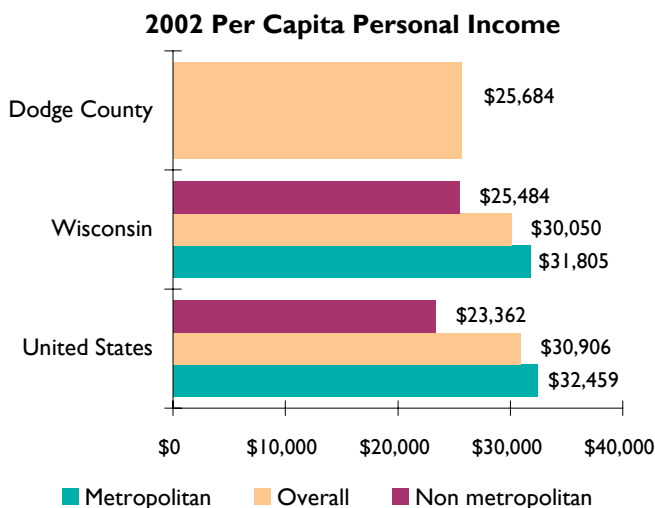
Per Capita Personal Income

In 2002, Dodge County's per capita personal income (\$25,684) remained above non-metropolitan Wisconsin's PCPI (\$23,362) and the national non-metropolitan PCPI (\$23,362). Between 1997 and 2002, Dodge County's PCPI growth (20.5%) slightly lagged Wisconsin's (22.6%) and the nation's (22.0%). Dodge County's PCPI has been 1 percent to 4 percent above non-metropolitan Wisconsin's for much of the last decade. In 2001, inflation outpaced Wisconsin's PCPI growth and the nation's PCPI growth.

Growth in PCPI relates to demographic shifts discussed on pages 1-2. As a greater share of the population enters retirement, more residents rely on transfer payments (such as Social Security) and fewer have net earnings (typically associated with employment). Transfer payments are not likely to grow as fast as net earnings. Households with substantial investment income (dividends, interest or rent, including retirement or pension plans) are more likely to consider warmer climates for retirement, so PCPI growth may slow.

	Per Capita Personal Income						Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Dodge County	\$21,313	\$22,988	\$23,645	\$25,515	\$25,521	\$25,684	0.6%	20.5%
In current dollars (adjusted to U.S. CPI-U)								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Dodge County	\$23,889	\$25,372	\$25,533	\$26,656	\$25,925	\$25,684	-0.9%	7.5%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

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email: Dan.Barroilhet@dwd.state.wi.us

Metropolitan Statistical Area (MSA) - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

Non-metropolitan county - Any county that is not a member of a metropolitan statistical area.

Net Migration - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

Natural Change - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

Employed - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

Unemployed - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

Labor Force - The sum of the employed and unemployed, whom are at least 16 years of age and older.

Unemployment Rate - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

Labor Force Participation Rate (LFPR) - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

Suppressed - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

Total Personal Income - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

Per Capita Personal Income (PCPI) - Total personal income divided by the total population.

Current Dollars - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

CPI-U - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.